



Central Office's Guide to Affirmative Action



What is Affirmative Action?

Affirmative Action is a state obligation requiring school districts to appoint an Affirmative Action Officer to comply with state Affirmative Action regulations, and to promote a working and learning environment, free of discrimination and harassment. State and federal laws **protect individuals against discrimination** based on **race, creed, religion, color, national origin/nationality, ancestry, age, sex/gender (including pregnancy), marital status, familial status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, disability (actual, perceived, or regarded as), or liability for service in the U.S. Armed Forces/military status** (these are the protected classes).

The State's intent is to ensure that all students receive equal access to educational programs and services, and to ensure equality in employment and contract practices.

- The Affirmative Action Laws protect you and your children from sexual harassment, and other forms of harassment covered by the law.

The following district policies are covered under the Affirmative Action state and federal laws:

- ➔ Sexual Harassment (protected class = gender)
 - Policy 1372 (Administration)
 - Policy 3362 (Teaching Staff)
 - Policy 4352 (Support Staff)
 - Policy 5751 (Pupils)
- ➔ Healthy Workplace Environment – Policy #3351
 - This policy is covered under Affirmative Action only when the conduct is based upon a “protected class”.
 - If the conduct is not based upon a “protected class”, a written report should be submitted to the Superintendent of Schools.

Any behavior that is discriminatory in nature or constitutes as harassment, that is based upon a “protected class” should be reported to the Affirmative Action Officer for investigation.